



Personality Type

In the

The Leadership & Teamwork
Challenge

Personality Type & Leadership

- Our Type drives our preferred leadership styles
- Different Types are motivated by different leadership styles
- Leading different Types requires different Leadership competencies - best work, productivity & commitment depend on it.
- Different Types have different Organizational Cultures – work environments

Understanding Personality Profiler

- Everyone is an individual
- We all have uniqueness
- However some sameness does exist

The Personality Profiler

Personality Typing is based on the fact that:

Much apparently random variation in human behavior is actually quite orderly and consistent and is based on the way people direct their energy, gather information, make decisions and approach life.

Carl Jung

The Global Scales of Assessed Behaviors

- **(E) Extraverting _____Introverting (I)**
(direction of attention, source of energy)
- **(S) Sensing_____iNtuiting (N)**
(ways of gathering information)
- **(T) Thinking_____Feeling (F)**
(ways of making decisions)
- **(Z) Organizing_____Adapting (A)**
lifestyle

Personality Profiler Map - 16 Types

ISTA
Operator

ISFA
Performer

INFA
Advocate

INTA
Inventor

ESTA
Promoter

ESFA
Entertainer

ENFA
Proponent

ENTA
Strategist

ESTZ
Manager

ESFZ
Caretaker

ENFZ
Communicator

ENTZ
Director

ISTZ
Administrator

ISFZ
Provider

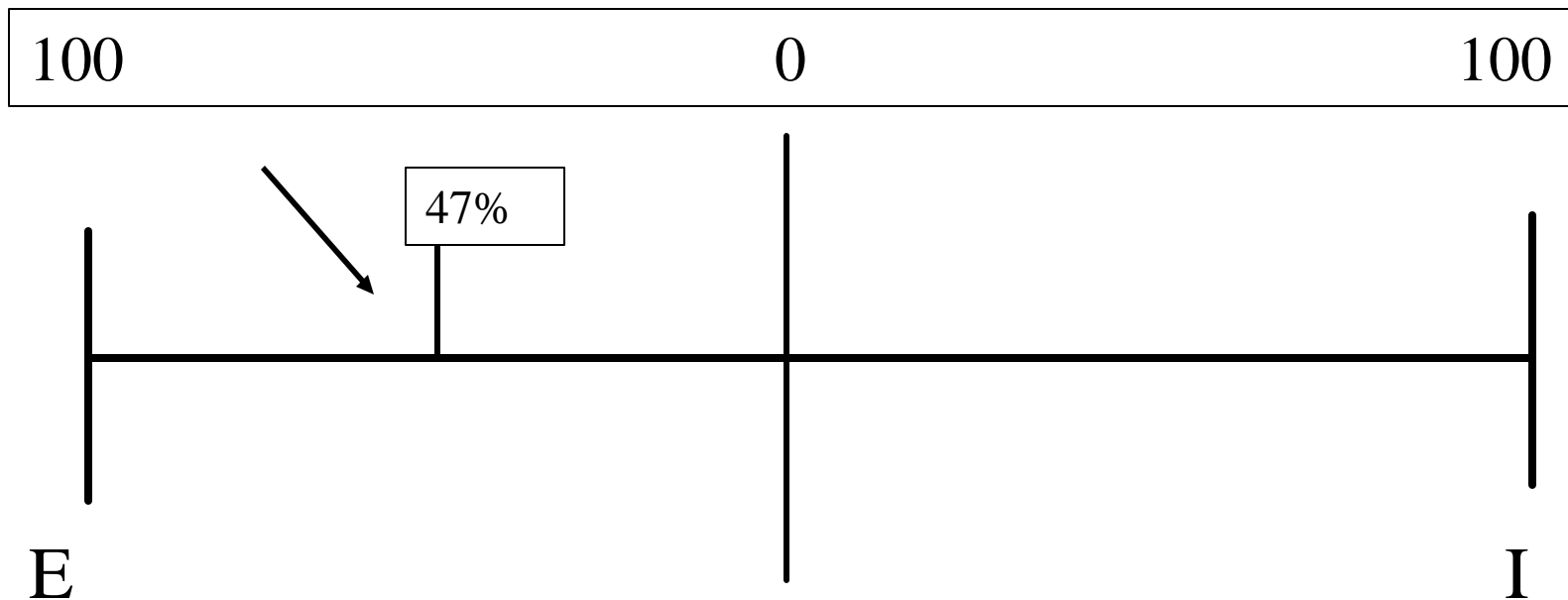
INFZ
Foreseer

INTZ
Improviser

What Do the Results Identify

- The Results Identify:
 - Your preference for specific behaviors
 - The Strength of that Preference

Understanding Strength of Preference



Learning to Type Others

■ Extraverting

Introverting

■ Sensing

iNtuiting

■ Thinking

Feeling

■ OrganiZing

Adapting

What is Your Type? Follow along as each scale is described. After each scale description you will be asked, “Which type do you think or feel best fits you?”

Extraversion

Feels pulled outward by
external claims and
conditions

Energized by other
people, external
experiences

Gives breadth to life

I's may seem withdrawn to E's

Expresses emotions

Needs relationships

Acts, Then Reflects

Often friendly
talkative, easy to know

Introversion

Feel pulled inward
by external claims
and conditions

Energized by inner
resources, internal
experiences

Gives depth to life

E's may seem shallow to I's

Bottles up emotions

Needs privacy

Reflects then Acts(maybe)

Often reserved
Quiet, hard to know

Extraverting

Outward

Talkative

Intrepid

Outgoing

Participative

Action & Noise

Generalist

Introverting

Inward

Quiet

Reserved

Intimate

Reflective

Peace & Solitude

Specialist

Sensing

**Starts at the beginning,
takes a step at a time**

**Works hands-on with the
parts to see the overall design**

**Looks at specific parts
and pieces**

**Lives in the present, enjoying
what's there**

**Prefers handling practical
matters**

**Likes things that are definite,
measurable**

Intuition

**Jumps in anywhere,
leaps over steps**

**Studies the over-all design
to see how the parts fit together**

**Looks at patterns and
relationships**

**Lives toward the future
anticipating what might be**

**Prefers imagining
possibilities**

**Likes opportunities for being
inventive**

Sensing

INtuitive

- » **5 Senses**
- » Facts & Details
- » Concrete
- » Practical
- » Conventional
- » Conservative
- » Inductive
- » Present & Past

Sixth Sense

Hunch
Abstract
Innovative
Visionary
Trend Setting
Deductive
Future

Thinking

**Decides with the head
Goes by logic**

**Concerned for
truth, justice**

**Sees things as
on-looker from
outside a situation**

**Good at analyzing
plans**

**T's may seem cold
and condescending**

Feeling

**Decides with the heart
Goes by personal
conviction**

**Concerned for
relationships, harmony**

**Sees things as a
participant from within
a situation**

**Good at understanding
people**

**F's may seem fuzzy
minded and emotional to T's**

Thinking

Objective
Principles
Rational
Autonomous
Analytical
Competitive
Task
Head

Feeling

Subjective
Values
Empathetic
Compassionate
Warm
Nurturing
Relationship
Heart

Organized

Prefers an organized lifestyle

Likes definite order & structure

**Handles deadlines
Plans in advance**

**Z's may seem
demanding, rigid &
uptight to A's**

**Needs closure
Are moaners**

Adaptive

Prefers an flexible lifestyle

**Likes going
with the flow**

**Meets deadlines
by last minute rush**

**A's may seem
disorganized, messy
& irresponsible to Z's**

**Remains open
Know what they don't want**

Organized

Planned

Reliable

Deliberate

Conforming

Orderly

Work is work

Early starters

Rules

Adaptive

Open-ended

Casual

Spontaneous

Non-conforming

Flexible

Work is play

Late starters

Exceptions